Македонско Геолошко Друштво
ГЕОЛОГ
Бр. 09-8/2
09. 07 2025 год.
СКОПЈЕ

Рудник CACA ДООЕЛ
Бр. 03-839/1
02. 07 2025 год.
Македонска Каменица

MEMORANDUM OF COOPERATION

Concluded in Skopje, on the day of 02.07.2025 between

Macedonian Geological Association GEOLOG, Skopje (hereinafter referred to as: the Association), from Skopje, with head office at . Dresdenska str. no. 52, represented by the President of the Macedonian Geological Association - Geologist Prof. Dr. Sonja Lepitkova, and

SASA Mine LLC, Makedonska Kamenica , from Makedonska Kamenica, with head office at 28 Rudarska Street, represented by the director, Christopher Brian Colbourne (Hereinafter: the Company)

I. General provisions

Article 1
Purpose

The subject of this Memorandum is the cooperation between ***SASA Mine LLC, Makedonska Kamenica*** (mine companies, business sector) and the Association (hereinafter referred to as: signatory parties to this Memorandum), for the purpose of implementing joint activities aimed at developing and advancing the practice and science in the field of geology in the Republic of North Macedonia and promoting and affirming geology as a natural fundamental science with irreplaceable importance for advancing economic and social development.

The Parties agree to establish mutual cooperation based on common interests related to the development and application of geological sciences, sustainable mining, education, research, environmental protection, and more.

Article 2
Activities

In order to achieve continuous cooperation and the objectives of Article 1, the parties signing this Memorandum agree to participate in the following activities:

1. **Professional and scientific support and consulting services covering:**
   - Providing/preparing expert opinions, studies, geological elaborations, strategies, analyses and plans for the development of mines, etc.
   - participation of representatives of the Association in **committees or expert advises** related to geological and mining issues.
2. **Lifelong learning, education and training that includes:**
   - Organizing trainings and seminars and other forms of learning for mine employees on new geological, hydrogeological, geochemical, monitoring practices and other relevant activities.

- Encouraging professional development and mutual support of young geologists and technical staff, including opportunities for internships or research projects in mines.

3. **Joint projects covering** Preparation of applications for domestic and international funds, joint initiation and participation in the implementation of scientific research and applied projects, especially in the field of geology, environment, hydrogeology, impacts of mining activities and sustainable mining, etc.
4. **Protection of the environment and geological heritage, which includes:**
   - Cooperation in monitoring and managing environmental impacts caused by mining activities through training, preparation of studies, research or consultancy and
   - Encouraging responsible mining and affirming ethical and sustainable principles in the extraction and exploitation of mineral resources.
5. **Promotion and affirmation of geology:**
   - Joint organization or participation in events, conferences, symposiums or professional manifestations where mines would affirm themselves as supporters of geological science.
   - Participation of mine representative in professional trips, study visits, field visits or educational events organized by the Association.
6. **Publishing activity** through cooperation in publishing publications or professional papers related to the results of mining research, monitoring, innovations, etc. as well as cooperation in publishing publications of mutual interest; exchange of publications, analyses and data.
7. **Development of young staff and community involvement through:**
   - Support for professional development of young geologists and students
   - Support for master's and doctoral research related to mines.
   - Organizing open days, educational programs or involving students in mining sites.

Method of regulating the rights and obligations of the parties for the implementation of activities of mutual interest

Article 3

Professional and scientific support and consulting services for the needs of the Company

The Association agrees to the participation of members of the Association in the elaboration of expert documents, studies, plans, strategic and planning documents for the needs of the Company, and for the provision of other services important for its operations.

The detailed activities referred to in paragraph 1 of this Article and the manner and conditions for their implementation shall be determined jointly by the parties, in accordance with a service agreement concluded by the parties as an Annex which is an integral part of this Memorandum.

Article 4

Lifelong learning, education and training

For the purpose of conducting trainings, events and programs, lectures, seminars, as lifelong learning, The Association agrees to conduct training for the acquisition of new knowledge for the Company's staff in order to ensure quality and continuous education through forms of continuous formal and informal education.

The activities referred to in paragraph 1 of this article shall be performed by members of the Association who are experts in the area for which the Company requires additional education and training.

The detailed activities referred to in paragraph 1 of this article, the need for training and coaching and the organization of other forms of further education, the areas in which the activities will be implemented and the manner of implementation of the activities shall be determined jointly by the parties, at the proposal of the Company and in accordance with the needs for training and forms of education and the capabilities of the Company.

The Association agrees to conduct an analysis of the training needs of the Company's staff in accordance with Article 3 of this Memorandum.

The document setting out the detailed activities will constitute an Annex and an integral part of this Memorandum.

Article 5

Implementation of joint scientific and professional meetings, applied and professional projects

The parties agree, at least once a year, to organize, participate in and conduct joint scientific and expert meetings in the field of geology, environment, hydrogeology and impacts of mining activities, as well as and sustainable mining.

The parties agree to act jointly to implement applied and professional projects financed by external funds, with the aim of raising the quality and competitiveness of operations and aligning with international and national standards and rules.

The detailed activities referred to in paragraphs 1 and 2 of this article shall be determined jointly by the parties.

The document referred to in paragraph 3 of this Article, which sets out the detailed activities, shall constitute an Annex and an integral part of this Memorandum.

Article 7

Development of young staff and community involvement

For the development and improvement of young staff of the Association, The Company agrees to provide work and internship for young geologists of the Association in the Company in accordance with the Company's program and capabilities and on the basis of a Protocol that the parties will jointly develop.

The detailed activities referred to in paragraph 1 of this Article, and the Protocol referred to in paragraph 1 of this Article, shall be determined jointly by the Parties in an Annex which is an integral part of this Memorandum.

Article 8

To monitor and implement the activities based on this Memorandum, the parties agree to establish a joint committee for the evaluation of the cooperation and its results.

Article 9

The content of this Memorandum may be amended with the written consent of the parties signing this Memorandum. It may be terminated by either signatory upon 15 days' prior notice.

Article 10

This Memorandum will be signed in 4 identical copies, 2 copies for each party.

Article 11

This Memorandum shall enter into force on the date of signing.

Skopje_02.07.2025____

On behalf of the COMPANY
Christopher Brian Colbourne
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Manager of SASA MINE LLC Makedonska Kamenica

On behalf of the ASSOCIATION,
Prof. Dr. Sonya Lepitkova, President